

Mrs Williams blames colleges for inequality

by Patricia Sentinelli

Higher education institutions had contributed to Britain's general failure to provide equal educational opportunities for all by failing to meet the needs of mature, part-time and continuing students, Mrs Shirley Williams told an audience of senior academics and administrators yesterday.

Speaking at the annual general meeting of the Association of Colleges for Further and Higher Education, Mrs Williams, now senior research fellow at the Policy Studies Institute, said that the sixth form was the key to our failure but there were failures in higher education itself, which militated against greater equality of opportunities.

"The universities with the honourable exception of the Open University have done little or nothing to cater for part-time students at first degree level despite evidence of demand," Mrs Williams said, "universities should learn from their recent experience that a colder approach in the past decade might have saved them from the miseries of the next."

She added that the Government could help by extending the award system to part-time students on a pro-rata basis and by weighing performance a little more heavily than the full-time equivalent to encourage public sector institutions to expand their numbers.

It could establish a fund for certain innovations in higher education, such as summer schools, which would be subsidised or paid direct from outside the present University Grants Committee system by local education authority system.

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Fee rises will not stop UMIST loss

by John O'Leary and Ngao Crequer

Fees for overseas students at the University of Manchester Institute of Science and Technology will be £500 above the minimum next year. But falling numbers could mean a loss of revenue equivalent to 10 per cent of all staff costs.

This was the gloomy picture painted by Professor Robert Hazeldine, principal of UMIST, giving evidence to a Commons Select Committee for the second time in a week. He had already warned MPs that 10 to 15 courses might have to close next year as a result of the increase in foreign students' tuition fees.

Professor Hazeldine told the Select Committee on Foreign Affairs sub-committee on overseas development that UMIST had cut the number of overseas students from 10 to 15 courses might have to close next year as a result of the increase in foreign students' tuition fees.

This estimate could be wrong by 10 per cent in either direction, he admitted, because the number of privately-funded students made numbers difficult to predict. Even after allowing for increased income from fees of £3,500 for science and technology courses, this would mean a serious loss of revenue.

The loss of 30 per cent of UMIST's overseas students over a three-year period would mean the equivalent of losing 10 per cent of staff to make ends meet, Professor Hazeldine told the committee. Since the average staff turnover stood at two per cent per

'Back-door charter' attacked

Plans to allow public sector colleges the chance to validate some of their own courses are "tantamount to the grant of a charter by the back door," Mr Gerry Fowler, former Labour Minister for Higher Education, told a one-day conference in Manchester this week.

Mr Fowler said that further guidelines were needed if proposals from the Council for National Academic Awards were not to be seen as a "woolly abandonment."

"The problem is that the Council is proceeding in best British fashion by discharging incrementalism—slowly liberalising procedures, but with no clear idea of its ultimate destination."

"Institutions cannot operate in a vacuum of self-formed guidance. Resources will be wasted, and staff frustrated."

Mr Fowler, now deputy director of Preston Polytechnic, blamed the increasing workload of the CNAA as one reason behind the introduction of the partnership-validation scheme.

Under the new scheme, validated courses can be "validated" for indefinite periods, subject to review, and they can be subject to review by the institution itself.

Such discretionary powers would lead some higher education institutions to waste resources to achieve "chartered status" while others would lose control of their own syllabuses, Mr Fowler said.

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year, natural wastage could not account for the entire saving.

Universities presently relied upon natural wastage to carry out new staff reductions since the length of staff contracts made legal action inevitable if any other policy was pursued. Thus, unless some incentive scheme was introduced by the government, universities would be driven deeper into the mud."

Professor Hazeldine advocated the reintroduction of quotas to control the number of overseas students, using the universities' expertise to set figures selectively. He quoted several examples of former UMIST students now in native countries who favoured Britain when awarding industrial contracts.

A confidential analysis is being made to decide at what stage will Masters courses cease to be viable if overseas student numbers fall as UMIST has feared. One course singled out by Professor Hazeldine as being at risk is power systems engineering. In October there were 43 new admissions to the course, but only three were home students.

Administrative staff at UMIST have been asked to carry out a survey to see what the effect would be on student numbers if overseas student admissions fell by 50 per cent. Academic staff running Masters courses have also been asked to do their own viability exercises, and these results are now being collected.

Manchester University will not make its decision on fee changes until April and UMIST staff fear that if, as is likely, Manchester sticks to the recommended minimum fee of £3,000, this would be another serious blow for UMIST.

New standards body mooted

A new regulatory body to control research standards has been proposed as a solution to the problem of standards in research, proposed by the Association of Research in Medical Sciences, recommends the establishment of the body, which would supervise the professional abilities of medical researchers in the same way as the General Medical Council controls those of doctors.

Such a move would boost recognition of research as a career and it is also proposed that the new organisation would represent the pressing needs of research, such as the Medical Research Council and research charities, which support biomedical research.

"At present, the research force is locked in a frustrating and demoralising system of short-term contracts of an average length of two years, which offers neither security nor continuity nor even any guarantee of further employment beyond the age of 35 years," the ARMS report states.

No one is prepared to take responsibility for the gap between research and its application, it adds. "Some of the nation's most gifted and experienced researchers are being forced out of any form of employment in the country."

Another proposal put forward in the report is to improve the status of research. ARMS suggests that a fixed percentage of a grant paid to a university be kept aside and accumulated to pay for research for subsequent work when their contract terminates.

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Tory plans to split ILEA 'disastrous'

by Charlotte Berry

Recommendations to break up the Inner London Education Authority and hand over responsibility for education to the inner London boroughs made in a Conservative Party policy report could have tragic consequences, the chairman of the ILEA higher and further education committee, Mr Ellis Hillman, warned this week.

The report, drawn up by a committee of London Conservatives chaired by Mr Kenneth Baker MP, recommends setting up a joint committee of the 12 inner London boroughs to administer the five inner London polytechnics and the specialist colleges. Individual boroughs would administer the adult education institutes and the colleges of further education.

There would also be a joint committee which would review all non-advanced further education courses to ensure there is no unnecessary duplication of effort.

Laying out his objections, Mr Hillman said: "It would seem to me nothing less than tragedy to separate the polytechnics from their education colleges. The whole of the higher education field would be cut off."

"Further education and youth services, the careers service and adult education are the great strength of the ILEA in that all the different areas complement each other. It would make it more difficult to assess the needs and requirements of education at all levels."

Both the National Association of Teachers in Higher and Further Education and the Association of Adult and Continuing Education will be fighting the recommendations in the report.

NATFHE's education secretary, Ms Julie Rees, said: "We believe that further and higher education in the inner area of London, which was designed as an entity, should be kept as an entity. We believe the recommendations would be disastrous for adult education and would be violently opposed to the recommendations for the polytechnics."

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Merger plan causes student union rift

by Paul McGill

The National Union of Students lies given its backing to the principle of integrated teacher education in Northern Ireland, but a rift on this issue has opened up within the student movement in the province. Queen's University students' union argues in a 30-page submission to Sir Henry Culver's Higher Education Review Group that Stranmillis (the state-owned education college), St Mary's and St Joseph's (the Roman Catholic colleges for women and men) should be fully merged on the Stranmillis site and become a university college. Queen's has proposed a similar solution, but while the university rests its argument on educational viability, the union concentrates more on the social evils of segregation. It diverges sharply from the university by recommending that if a new integrated college is set up, Queen's should hand over its Postgraduate Certificate in Education. Its submission claims the two Catholic colleges are on sites "directly and frequently affected by civil disturbances, which often result in a total disruption of study."

Within the colleges there is massive duplication of resources, resulting in a great deal of waste and that, it adds, is viable as a single unit. The divided system is destructive, says the Queen's union, with many students coming from single-sex, single-denominational schools and returning to teach in the same system. "It is inevitable that graduates of this system should be heavily influenced by such a closed and narrow environment. As these graduates will be responsible for the education of future generations, we feel it is unlikely that they should have had experience of other groups, one religious and one culture. These graduates will possess such restricted attitudes to their pupils, thereby perpetuating sectarian division."

These comments rapidly came under fire from the student unions in the two voluntary colleges, particularly the claim that they were frequently affected by disturbances. The St Mary's executive unanimously condemned the submission and said the last interrup-

tion of study was seven years ago when a bomb exploded in an adjacent public house. It added that "to accuse us of being sectarian is to condemn the values of the Catholic community in Northern Ireland" and that the union believes that all people should be allowed to choose the kind of education they want for themselves and their children. St Joseph's union claimed to be "dismayed and appalled" at the ignorance of the Queen's union submission and branded the comments about disturbances as "yet another episode in the attack on the Catholic colleges in order to try to force them to close."

Further, it said there had been no trouble in the past four years. "Furthermore, we believe that each individual has the right to whatever system of education he chooses. Our college is not in the business of perpetuating sectarian division. We are training, as Catholics, to be Catholic teachers and eventually to pass on our moral values to the children we teach."

The NUS, which organizes Northern Ireland students jointly

with the Dublin-based Union of Students in Ireland, gives its blessing to the integrationists by calling for a federation of the three teacher education colleges in Belfast into a new Institute of Higher Education, along the lines of the Roehampton Institute.

In its evidence to Chilver, it claims such an arrangement would allow proper co-ordination and long-term planning, as well as prevent both unnecessary duplication and gaps in provision, while the federal structure would allow each college to retain its independent identity. "We believe that the integration of education in Northern Ireland is a central part of any challenge to sectarian religious divisions and outdated sexual divisions and that the federation of the different colleges within the new institute would help this process," it says.

NUS also proposes a broader role for the Institute by offering the Diploma of Higher Education after two years of study. Under the terms of the Ulster Poly-

Call for new youth programme

by Patricia Santinelli

A comprehensive programme of education and training for all 16-19-year-olds is advocated in a National Youth Bureau report this week. The report comes in response to the consultative document *A Better Start in Working Life* produced by the previous Government which recommended a £500m a year training scheme for the 200,000 people who never receive any further education or training.

Responses are being coordinated by the new Macfarlane Committee on 16-19-year-olds. The Youth Bureau wants a future programme of vocational preparation to be set in the context of a broader range of opportunities for 14- to 19-year-olds working closely with the Youth Opportunities Programme with a view to the eventual emancipation of the young.

The long-term aim of the programme should be a comprehensive provision of work/work experience, education and training, recreation and leisure, community involvement and appropriate support services guaranteeing every young person the opportunity to take part in the scheme.

Mr Laurie Green of the National Union of Teachers, chairman of the working party, said: "We must take the needs of today's young people seriously if they are to have a chance of becoming active members of the rapidly changing world of tomorrow."

It was essential that there should be closer links between schools, their education, work and the community. Young people should be encouraged to become actively involved in the rapidly changing world of tomorrow. It was essential that there should be closer links between schools, their education, work and the community. Young people should be encouraged to become actively involved in the rapidly changing world of tomorrow.

The director of Trent Polytechnic, Mr Ronald Hedley, is to retire later this year, joining the growing number of first generation directors who have chosen not to stay on until they reach 65. Mr Hedley, 62, had hoped to retire at the end of this academic year, but he was asked by the chairman of the polytechnic governors to stay until December.

He is adamant that his decision to seek early retirement is not connected with the increasingly tough financial climate. "I had intended going on early retirement some time ago," he said. "There is no question of this decision being stimulated by the present problems."

His feeling is that 10 years in the job is enough and that this tenth anniversary of the polytechnic marks a suitable point at which to retire.

Working party unveils streamlining plans for medical teaching in London

Flowers proposes six of the best

by Robin McKie

A massive reorganization of London's medical education system was put forward by the Flowers working party this week. Its report, which has taken Lord Flowers and his committee a year to prepare, recommends that all existing London University medical education institutions be merged into six major new schools.

And the package, which is to be implemented within five years according to the report, also calls for the axing of Westminster Medical School and the pre-clinical schools at the Royal Free Hospital School of Medicine, The British and Postgraduate Medical Federation, which has overall control of 13 postgraduate medical institutes at London University at present, should also be closed down and five of its institutes—those of dermatology, laryngology and otology, obstetrics and gynaecology, orthopaedics, and urology—be "integrated" within medical school departments.

In this way Lord Flowers hopes to save about £5m a year, about 5 per cent of London University's £90m annual medical teaching bill. This breaks down to £1m for maintenance of premises, £1m for administration and £3m for academic services.

Flowers' figures should cover rise over several years until savings reach about £6m a year. "There will also be a capital sum produced by the eventual sale of the accommodation to be vacated as a result of the closure or transfer of schools," the report adds.

A major motivation in calling for these changes has been the publication of a parallel report by the London Health Planning Consortium which has called for a 25 per cent cut in acute beds in the city. These acute beds represent patients suffering from various diseases and ailments which are needed for students studying under practical conditions.

"Students will inevitably have to move out from central areas to peripheral hospitals for much of their subsequent medical teaching and experience," the Flowers report adds.

For all these reasons we decided that it would be appropriate on financial grounds and in some cases desirable on academic grounds to concentrate our medical institutions into large units," the report states. As Lord Flowers told the press conference, "At no time were we actually planning a complete overhaul of the medical school system as one carter would have it."

As for redundancy and staff transfers, which could involve several hundred people, these are

But Flowers warns: "Larger medical schools need not imply larger teaching hospitals. Rather, it means that we need to use more hospitals in which students can gain clinical experience."

The report stresses that it also believes that postgraduate institutes should not be isolated from general medical schools and that their futures are made even more uncertain because of their high intakes of overseas students which will be cut back by new Government fees restrictions.

It was for these reasons, Lord Flowers told the press conference at the launching of the report, that they had called for the integration of postgraduate medical institutes within medical schools. But the report adds: "The university grant to a general medical school should contain an earmarked element in respect of the special postgraduate activities inherited from the institutes for a period of no more than five years to give associated reasons with the work of the school."

And even within new schools there should be a lumping together of related subjects for administrative purposes to produce large, multi-professional departments which could sustain expensive equipment costs.

A major philosophical background to the work of the Flowers committee has been a commitment to the concept of vertical integration in medical education which stresses that a student should be closely involved in hospital work from the very beginning of his education even when studying basic science subjects not directly connected with medicine.

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Lord Annen (left) and Lord Flowers at Tuesday's press conference.

management problems, says the report. Most staff should be redeployed, although it will be impossible to fill certain academic and technical posts which demand a particular skill or qualification. The report is now to be discussed by the Joint Medical Advisory Committee of the university in the light of reactions from interested bodies. Lord Annen told the press conference. A final decision on its implementation will be made by the Senate and Court in July.

The following new schools would be created under the Flowers proposals:

NEW SCHOOLS

- University College School of Medicine and Dentistry
- The Lister and St Thomas Joint School of Medicine and Dentistry
- The Harty School of Medicine and Dentistry
- St George's School of Medicine and Dentistry
- St Mary's and Royal Postgraduate Joint School of Medicine and Dentistry
- Charing Cross School of Medicine

FROM EXISTING SCHOOLS

- Middlesex Hospital School, Royal Free Hospital School, University College London's faculties of medical and clinical sciences, London School of Hygiene and Tropical Medicine, Institutes of Neurology and Child Health.
- King's College Hospital School, Guy's Hospital School, St Thomas' Hospital School, Institute of Psychiatry.
- St Bartholomew's Hospital College, London Hospital Medical College, Institute of Ophthalmology.
- St George's Hospital School, Royal London School of Dental Surgery, Institute of Ophthalmology.
- St Mary's Hospital School, Royal Postgraduate School, Institute of Dental Surgery.
- Charing Cross Hospital School, Cardiothoracic Institute.

Carlisle refuses to be bound by Clegg

by David Jobbins

The Government has made absolutely plain that it will not regard itself bound by the Clegg Commission on pay comparability due to report at the end of March. Mr Carlisle, Secretary of State for Education, said the report would comprise a set of recommendations "as distinct from a binding award". These would form the basis of negotiations in the Burnham further education committee.

While union leaders were under an illusion about the position, it is undoubtedly true that there was widespread misunderstanding among the membership. They are concerned that the Government, as a matter of public policy, is not allowing for anything like an increase necessary to meet the Clegg payments.

Even more ominously they recognize that the financial savings which will be on for 1980-81. The National Association of Teachers in Further and Higher Education is on the point of fixing its 1980 pay claim—a difficult task when the final cut-back from Clegg is likely to remain in doubt for quite some time. Its leaders expect that the 1980 negotiations within Burnham will be far more protracted than even the 1979 talks.

University lecturers are unwilling to surrender themselves in the style of study which has proved difficult and so prone to delay in the case of their public sector colleagues. At a preliminary meeting with the Clegg Commission to discuss the methods of assessing lecturers' salaries, the Association of University Teachers has proposed that they should be compared with other professionals within and outside the public sector such as statisticians, ergonomists, financial analysts and their equivalents in the Civil Service.

The kind of factorial analysis based on the amount of supervision involved in any job, mental capacity, financial oversight or educational quality, however, is expected to be decided on the methodology for the university lecturers' study within the next month. But it is unlikely to start work until Easter.

Chemistry and physics applications are very low, with 17 and 16 applications although physics has 135. Hardly any men put modern languages first although there are 146 female applications for French. This is offset by the lack of women applying for craft design and technology. Male applications have dropped from 2,154 to 1,354 and female applications have gone from 9,002 to 6,699; percentage decreases of round 37 and 26 per cent respectively.

Applications for the secondary sector show that first choices for men and women are highly concentrated in physical education. Half of the male candidates, 893 out of 1,176 and 1,061 of 3,245 women, put physical education as their first choice.

Mathematics stands surprisingly higher than other science subjects, to attract, and MPs from all three main parties agreed to attend a meeting to discuss the issues. Mr John Akker, deputy general secretary of the AUT, said: "The Government just does not want to understand the turmoil it is creating in the university world. How can plans be made for a steady and other resources when 20 per cent of income, much more in certain places, is London, need not materialize?"

"The purchasing power of over £26m which the capital gets from overseas students could also be drastically reduced by the Government's present policy."

Two to face NATFHE code tribunal

by David Jobbins

Complaints that two supporters of sacked West Ham College lecturer Mr John Regan broke their union's disciplinary code will be heard next month, 15 months after the events which led to the alleged action.

It is believed to be the first time that a complaint under rules of the National Association of Teachers in Further and Higher Education, dealing with action detrimental to its interests has been referred to a tribunal. About 20 such complaints a year are apparently made, but none has yet got this far.

The complaints were lodged by a member of the NATFHE national executive, Mr Eric Williams, who is

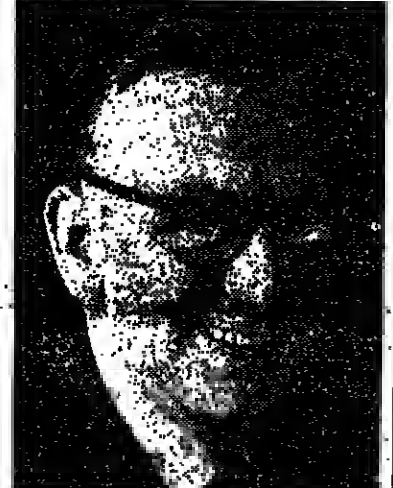
also principal of West Ham College. He alleged that two NATFHE members handed out leaflets outside a national council meeting in December, 1978, accusing him of "victimizing" Mr Regan, then chairman of West Ham's NATFHE branch. Meanwhile an industrial tribunal action brought by Mr Regan against Newham Education Authority, claiming he was unfairly dismissed, completed its third week in London. Mr Regan was suspended by Mr Williams in December, 1978, when he refused to be interviewed over action he was taking in support of a merger between the two lowest lecturer pay scales.

Mr Regan was sacked by Newham early in 1979. A confidential NATFHE internal

Trent Poly director will retire early

inquiry into the Regan case is one of the subjects to be discussed by the union's national council meeting next month, at the request of general secretary, Mr Peter Davison. The report likens the affair to a "Greek tragedy". The leaflet accused Mr Williams of "victimizing" Mr Regan, and in his complaint Mr Williams alleges that such a statement could only be intended to mean that his behaviour as a prominent member of the association was discreditable and hypocritical.

His allegations were referred to a tribunal by NATFHE national executive committee. The tribunal, which is expected to complete its hearings in one day, meets on March 15.



Mr Ronald Hedley, leaving at 62.

The director of Trent Polytechnic, Mr Ronald Hedley, is to retire later this year, joining the growing number of first generation directors who have chosen not to stay on until they reach 65.

Mr Hedley, 62, had hoped to retire at the end of this academic year, but he was asked by the chairman of the polytechnic governors to stay until December. He is adamant that his decision to seek early retirement is not connected with the increasingly tough financial climate. "I had intended going on early retirement some time ago," he said. "There is no question of this decision being stimulated by the present problems."

His feeling is that 10 years in the job is enough and that this tenth anniversary of the polytechnic marks a suitable point at which to retire. "Nothing has sparked it off other than a wish to see a little more of my family and to enjoy retirement. There are a lot of bright young men to follow."

Mr Hedley describes his involvement in building Trent as one of the largest polytechnics as "thrilling". The institution is "thriving" and "it is very satisfying to have had some part to play in its development over the past decade."

With the imminent retirement of South Bank's director, Mr Vivian Pereira-Mendoza, and City of London's provost, Dr Arthur Suddaby, Trent this year, not many of the old guard will be left by the end of 1980.

Adult classes back in Hants

Adult education classes in Hampshire, which were suspended completely during the winter months, are to be restored following a successful campaign from unions and action groups.

The announcement follows a meeting of education officials and councillors with representatives of the National Association of Education and Higher Education and the Hampshire Association of Adult and Continuing Education.

In association with the Hampshire Federation of Adult Education Centres they have been putting pressure on the county council to restore non-vocational classes since last autumn.

The secretary of the AAC, Mr Steven McDonald, said after the meeting: "Our worst fear that education services have been allowed to be dismantled has been averted. We welcome their firm commitment to re-establish the service to the next year and the full consultation of proposals for the future."

Minister pledges priority for non-advanced courses

by John O'Leary

The Government will continue to give priority to non-advanced courses over higher education in its spending plans, Mr Mark Carlisle, Secretary of State for Education, said in a speech last week. But Mr Carlisle said he was at the mercy of local authorities for the implementation of this policy. He had planned for a slight increase in non-advanced further education despite general cutbacks, but could do no more than influence the authorities who allocated funds.

Mr Carlisle told the Association of Colleges in Further and Higher Education that he would be meeting Mr Jim Prior, Secretary of State for Employment, to examine the state of courses under the eagle of the

Manpower Services Commission. Mr Roy Helmore, a member of the MSC, had complained that its courses were suffering double cuts from the Commission and from education authorities. Advanced courses were not necessarily more worthy of esteem than non-advanced ones, Mr Carlisle said, because national needs were being met. There had to be a careful examination of the balance between higher and further education, he said, so that the country received value for money from its investment in education.

But Mr Carlisle told the principals he could not hold out any hope of special treatment for education beyond the prospect of level funding at next year's figures.

Embassy in London in March. Special peace-overs service dedicated to Soviet Jews are also planned. The national secretary of the National Union of Students, David Aaronovitch, said the Union would follow competitors, and USSR citizens.

This may be one tactic adopted by the Jewish community in London to follow the Soviet Union. The campaign, known as "Competition for Freedom", is supported by the National Union of Students, the Union of Jewish Students, the Student Academic Campaign for Soviet Jewry, as well as Tory and Labour MPs.

Mr Howard Rosen, the campaign director, promised freedom demonstrators, picnics, bar-becues, bus tours and a "week of the week" for a 31 per cent in its adult education budget for 1980-81.

Employers urged to bridge the gap

The ball was placed firmly in the employers' court this week at a conference on bridging the gap between education and employment.

Mr Geoffrey Holland, director of the Manpower Services Commission's special programme, called on employers to take the lead in providing a new challenge for young people. There had been various developments in schemes for young people, but only in the Youth Opportunities Programme had the community responded with boldness, vigour and imagination, he said.

A breakthrough was badly needed in other areas, but this could not be achieved by the Government, MSC or education alone. They can create a climate, but the lead can only come from employers. They can and will take the lead if they are convinced it is in their own interests to take the initiative and that others will follow, he said.

Mr Holland, under secretary for employment, urged management to take a more flexible approach to training.

Dr Rhodod Bayson, MP, under-secretary at the DES, and Mr Gerry Fowler, deputy director of Preston Polytechnic and a former Labour minister, will be the two main speakers at a conference on admissions and particularly anxious admissions tutors should be well represented.

Teacher training applications show a major decline

A major decrease in the number of men and women applying for teacher education courses beginning in 1980/81 compared with last year is revealed in the latest Central Register and Clearing House statistics.

These show a total decrease of nearly 5,000 in applications for BEd courses from 15,869 to 11,396 covering the primary and secondary sectors as well as one year special needs courses. Male applications have dropped from 2,154 to 1,354 and female applications have gone from 9,002 to 6,699; percentage decreases of round 37 and 26 per cent respectively.

Applications for the secondary sector show that first choices for men and women are highly concentrated in physical education. Half of the male candidates, 893 out of 1,176 and 1,061 of 3,245 women, put physical education as their first choice.

Mathematics stands surprisingly higher than other science subjects, to attract, and MPs from all three main parties agreed to attend a meeting to discuss the issues. Mr John Akker, deputy general secretary of the AUT, said: "The Government just does not want to understand the turmoil it is creating in the university world. How can plans be made for a steady and other resources when 20 per cent of income, much more in certain places, is London, need not materialize?"

"The purchasing power of over £26m which the capital gets from overseas students could also be drastically reduced by the Government's present policy."

London universities lobby against cuts

Representatives from universities in London lobbied MPs at the House of Commons on Wednesday to protest against Government spending cuts.

One of the issues they raised was the "free increase" for overseas students. According to the Association of University Teachers, a fifth of university income will be cut by 1983 in London because of the new fees policy, if overseas students fail to come.

Many lecturers were released by their academic institutions to attend the lobby. Both Lord Annan, vice-chancellor of London University, and Dr Raoul Franklin, vice-chancellor of City University, had agreed to attend.

Mr John Akker, deputy general secretary of the AUT, said: "The Government just does not want to understand the turmoil it is creating in the university world. How can plans be made for a steady and other resources when 20 per cent of income, much more in certain places, is London, need not materialize?"

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Ship's bridge for UWIST

A university and an institute of higher education are to share new research equipment worth £1m in a unique arrangement sponsored by the Department of Industry.

The equipment concerned is a ship's bridge simulator which will be the first in Britain and one of the few in the world. It is to be sited at the University of Wales Institute of Science and Technology but shared with the South Glamorgan Institute of Higher Education.

The Department of Industry Ship and Marine Technology Research Programme Board allocated the simulator to Cardiff as preference to other larger maritime centres. UWIST has, in addition to its department of maritime studies, a centre for marine law and policy and a maritime ergonomics research unit, while the institute offers a range of courses for maritime engineers.

The two institutions have a record of successful collaboration, having shared the use of a training ship and other equipment. Now they hope to add other simulators to their facilities to create a world centre of excellence with great potential for the acquisition of foreign currency.

Williams warns on ailing departments

by John O'Leary

Ailing departments in higher education should be closed as soon as possible before they endanger whole institutions, Mrs Shirley Williams, former Secretary of State for Education, said last week.

She told members of the Association of Colleges in Further and Higher Education that each of them would know of a department which had quite a lot of staff but decreasing numbers of students. Local authorities and the University Grants Committee could "grasp the nettle" of closing them.

"I would prefer that to grasping the nettle of closing down whole institutions because in many cases that does the whole area better," Mrs Williams said, adding that she would not favour the lowering of standards to fill places.

Instead, Mrs Williams said, colleges should open their doors to more part-time students and those from social groups who had not so far been attracted to higher education. Both at the ACFFE meeting and in speeches made previously in Derby she advocated closer co-

operation between colleges and the Open University.

Since capacity available during the summer vacations could be used to provide longer residential components for Open University courses, she said, lecturers would be prepared to teach such courses, Mrs Williams thought, as long as they were paid extra for doing so.

However, she had a more gloomy message for Labour Party members in Derby, as she predicted the decline of the education system under the Conservative government. She accused Tories of "infiltrating all kinds of voluntary bodies connected with education".

The Government's spending cuts were not designed merely to cut waste, Mrs Williams said. They represented a "theological and doctrinal attack on public service".

Mrs Williams also lent her support to proposals to make Derby Lonsdale College a polytechnic, although she thought it unlikely to come about under the present government. The college's course structure was equivalent to that of a polytechnic, she said, and it should seek backing of the local authority associations for a change of status.

Lecturers' union defends general studies courses

General studies should be a distinct but integral part of every further education course including Technician and Business Education Council courses, the lecturers' union defended last week.

Speaking at the inaugural meeting of the National Association of Teachers in Further and Higher Education's general studies subject section, Mr Mick Farley, assistant secretary, said that the union, which added that in addition to preparing young people for jobs, the aim of all courses should be to continue and deepen the student's general education, linguistic resources, social skills, critical evaluation and mature judgment.

"Since the then Minister of Education issued Circular 323 in 1957 the nature and extent of further education has changed greatly," he said. Nevertheless, the declaration contained within the circular that general studies should be an important part of the further education curriculum remains as valid today as it was nearly 25 years ago.

He added that while general studies should continue to respond to developments which take place in and outside of further education, the pace of technological change was such that a single specialist skill was no longer adequate for life in the last two decades of the twentieth century. Further education should become more concerned with personal fulfilment both at work and leisure and less involved in highly specific narrow skill preparation.

Mr Robert Rhodes James, Conservative MP for Cambridge, has been appointed by the Prime Minister to be the party's liaison officer for further and higher education.

Mr James, right, a Fellow of All Souls, Oxford, is a former don and has written a number of works, including biographies of Lord Randolph Churchill and Lord Rosebery and a study of British politics from 1880-1939.

He was born in India in 1933 and educated at Sedburgh School and Worcester College, Oxford. He then joined the House of Commons as an assistant clerk in 1955 and then became a member in 1961. He also served for four years as an executive assistant to Mr Kurt Waldheim, Secretary General to the United Nations before he became a Cambridge MP in 1976.



Boroughs end adult class aid to ILEA

Thousands of people living in outer London are losing the opportunity to study in the centre of the city because their education authorities will no longer subsidise them.

Both the boroughs of Bexley and Sutton have just announced that they will no longer reimburse the Inner London Education Authority for people who live in their area but attend adult education classes in the capital.

Similar decisions are expected to be made shortly by Bromley, Croydon and Richmond, which will join the growing list of errant boroughs and home counties headed by Surrey, Essex and Berkshire which withdrew from the reciprocal scheme last year.

In return for the £300,000 it will

save on recoupment charges, Bexley borough has agreed to withdraw its proposed cuts to its own adult education programme, inject an additional £30,000 and try to provide the courses itself.

This plan has been met with scepticism by the National Association of Teachers in Further and Higher Education, who are opposing withdrawal from the reciprocal scheme.

"I think it would be very difficult for any outer London borough to provide the specialist facilities that ILEA now provides, such as the London College of Printing, the Central School of Speech and Drama, and the centre for the study of the City Lit," said Mick Farley, NATFHE's assistant secretary for further education.

They fulfil a regional function which no outer borough on its own could provide.

Hospital appeals for research funds



The Brunel/Hillingdon baby cradle monitors the baby's hearing.

by Robin McKie

Science Correspondent

A firm appeal has been launched by Brunel University and Hillingdon Hospital to set up a post-graduate and research centre which would work on developing new methods of health screening and disease treatment.

The centre, which will be built on the hospital site near Uxbridge, will be provided with laboratories, workshops, library and lecture theatres, and apart from carrying out research work, is intended to be a focus for postgraduate medical education to keep young doctors, GPs and dentists up to date with

latest ideas in medicine. More than £100,000 has already been pledged for the fund and a further grant of at least £50,000 has been promised by North West Thames Regional Health Authority. The honorary organizer of the appeal, Mr Eric Hughes, said: "We see the centre as being a place where the best attributes of both sides, encouraged by informal contact, will combine to stimulate new thinking."

The university and hospital already have a record for developing joint research projects, including the invention of a cradle which can test for deafness in very young children.

At present hearing defects are not normally detected in children until they are about two or three years old. The cradle uses electronic sensors and microprocessors to monitor behavioural responses to noises and can calculate if these are normal or not.

The cradle's developers, Dr Mike Bennett, of Brunel University's department of mechanical engineering, and Dr Sam Tucker, the hospital's consultant paediatrician, believe such machines, used universally, could make early identification of disabilities in babies before they become difficult and expensive to treat.

Somerville grave stays

The body of Mary Somerville, who gave her name to the Oxford college, is not to be disturbed even though the Italian cemetery where she is buried will soon become a public park.

Mrs Somerville (1780-1872), described in an obituary notice as the "Queen of Nineteenth Century Science", spent the last third of her life in Italy. When she died, it was natural that she should be buried in the New Protestant Cemetery in the municipality of Naples.

As readers of *The Times* letters column will already know, a notice that the cemetery, disused since the 1890s, was to be turned into a park, sent some Old Girls scurrying to their ink-wells.

"In fact the municipality has been extremely cooperative and has provided some money for the repair of the monument, which is in a terrible state," said Mrs Bernard Craig, principal of Somerville.

HM Consul-General in Naples has been in regular touch with the authority over the matter. I understand that the park is very badly needed to what is an extremely crowded area.

Merger creates earth sciences department

Cambridge University is set to approve a plan to merge three science departments to form a new department of earth sciences.

The university's general board of faculty has recommended that the departments of geodesy and geophysics, geology, and mineralogy and petrology, should be integrated.

A report prepared by the board points out that many of the major discoveries in the past decade which have helped our understanding of the evolution of the earth, have come through collaboration by experts in the three fields.

The merger was first discussed in the early 1970s when it was hoped to raise funds for a new building in west Cambridge to house the new department. Earth sciences will now have to remain on the sites already occupied by the three departments because of shortages of funds.

The new department will be based at the Sedgwick Museum of Downing and two million square feet at the Bullard Laboratories at Madingley Rise.

Dr Peter Friend, a lecturer in the department of geology and one of the spokesmen engaged in the inter-departmental committee of earth sciences, said there had been a general shift of interest this century towards the study of geophysics.

Investigating the nature and properties of the earth, its makeup and its place in the solar system, has been of growing interest. Cambridge has played an important part in these advances particularly in plate tectonics, he said.

The merger will mean a more efficient use of resources for both research and teaching.

Students will be able to combine courses from all three departments before moving on to do more specialist study in Part II of their degree course.

The new department is expected to be working before the start of the 1980-81 academic year. It has won approval from the general board and now goes before the university's governing body, the Regent House.

Overseas students 'vital'

by Olga Worjes, Scottish Correspondent

The continued presence of overseas students is vital to Scotland, said the head of Glasgow University's education department, Professor Nigel Grant, at an overseas students' conference held at the university last week.

Condemning Government policy on raising fees for overseas students, Professor Grant, who stressed that there was no university which was not a university, said it would mean a drop in numbers of overseas students, particularly from the poorest countries.

Scottish students will then be in contact mostly with students from England and Wales, and this is bad for an education system struggling to live with its own identity. We need the Canadian, French, Bengali and all the rest, he said.

In order to be Saps, or as he put it, to be Saps, we find ourselves rather turning in on ourselves, becoming attachment to a native system, he said.

The university's international stu-

dent chaplain, Mr Jeff Moss, criticized the Government's policy of "southern English prejudice" against the Scottish liberal tradition which will make this very open society into a closed, isolated one. If the policy was implemented, the third world would see Britain as a racist and racist.

Mr Tom Schuller, representing the Labour Party, said Glasgow University had the lowest intake of overseas students in the country, at 6 per cent. Can further turning in on ourselves? The policy needs to be linked with Tory policy on immigration.

But Mr Teddy Taylor, Tory candidate for Southend East, said the accusation of racism was a specious, unsupported by the facts.

But Professor Grant argued that it is a time when education should be looking at the ideas of most countries. The universities would shortly be faced with very serious financial problems and it would be difficult to maintain present standards of teaching and research.

Faculty union bid dealt severe blow

The United States supreme court has dealt a severe blow to academic unionization at private universities, by upholding the right of the administration at Yeshiva University to refuse to recognize a faculty union.

The court decided by the narrowest possible margin (five to four), that faculty members were not "employees" and therefore were not protected by the National Labour Relations Act, which guarantees the right of workers to organize unions and forces private employers to bargain with them.

Although the ruling applies specifically only to Yeshiva (a private Jewish university in New York), it is the first time the country's highest court has considered collective bargaining in private higher education, and the case sets a precedent that other institutions can use to resist unionization.

"The functions performed by academics at Yeshiva are apparently similar to their role in government at many other private universities," Justice Lewis Powell, writing the majority opinion for the court, said. "Yeshiva is not a government agency and its faculty are not public employees. The union is not a public employee and its members are not public employees. The union is not a public employee and its members are not public employees."

Justice Powell, writing the majority opinion for the court, said: "The union is not a public employee and its members are not public employees. The union is not a public employee and its members are not public employees."

According to Justice Powell, "it is difficult to imagine decisions more managerial than those. To the extent the industrial analogy applies, the faculty determines within each school the product to be produced, the curriculum upon which it will be offered, and the customers who will be served."

The Yeshiva university faculty association is an independent union, affiliated to none of the three national organizations that seek to represent college and university workers, but all three, American association of university professors, national education association, and American federation of teachers, had filed briefs on its behalf.

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ment of the National Labour Relations Act explicitly to provide that faculty members at all private colleges and universities are protected by the Act. However, it may be difficult for the association to press Congress to pass the necessary legislation, as the current political climate in the United States is cool about unionization.

The first immediate impact of the Yeshiva ruling is likely to be felt at Boston University, the largest private institution with a collective bargaining agreement. A contract between Boston University and the local AAFU chapter was finally agreed last spring after four stormy years of dispute, culminating in a faculty strike.

Boston University's legal challenge to the union's recognition is still before the Supreme Court. Observers now expect the Supreme Court to send the case back to the Lower (Appeals) Court, which had ruled in favour of the AAFU, for reconsideration in the light of the Yeshiva ruling. If so, the administrative and managerial employees and will seek to have the contract nullified. "Meanwhile we must operate under the terms of the contract," said Boston University vice-president Robert Bergeheim.

The Supreme Court ruling does not effect unionization in public colleges and universities, whose employees are subject to state laws and not to the National Labour Relations Act. However, it is possible that even here it could have some indirect effect, making state legislatures less willing to grant bargaining rights to academics. At present half of the 50 states still forbid collective bargaining in their institutions, and many observers doubt whether unionization can go much further in public higher education, at least in the short term.

Of the 230 four-year colleges and universities with collective bargaining, only about 80 are in the private sector. If the Yeshiva decision had gone the other way, the national teacher associations would have seen private higher education as the major area for expansion in the 1980s, a decade in which financial retrenchment may lead many faculty members to seek the protection of union contracts.

All may not be lost for them. Justice Powell did say in his Yeshiva opinion that faculty members who do not perform managerial roles could be subject to the National Labour Relations Act.

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Student leaders query Carter on draft and energy policy

Student leaders from 300 colleges and universities spent a day at the White House last week, being briefed on home and foreign policy issues by senior presidential aides, including national security adviser Zbigniew Brzezinski and chief domestic policy assistant Stuart Eizenstat, and ending up with a question and answer session with Jimmy Carter.

The event testifies to the growing feeling that students will play a significant role in this year's presidential election, having contributed very little to the 1976 campaign—and a great deal (to the losers) in 1972 and 1968. Commentators are writing of a new political awareness emerging on some campuses, and student activity, mainly on behalf of President Carter's Democratic challengers, is getting more and more public.

The stirring of student political interest is generally attributed to President Carter's decision to respond to the Soviet intervention in Afghanistan by restoring draft registration for 18 to 20-year-olds.

Although registration and the possible reintroduction of conscription provided the main focus of the White House meetings, it was not the only subject of discussion. "We didn't discuss the draft as much as we expected," said Jeff Gass, chairman of the student senate at the University of Southern California. Other topics included energy—many students at the meeting felt the government still was doing nothing to promote solar energy—and the role of the new department of education.

According to participants at the meeting—and contrary to the impression given by some press reports—at least half of the students registered for draft registration as a sensible precaution and as a signal to the Soviet Union not to go any further. But they would almost unanimously oppose any attempt to go further and actually bring back conscription.

During the session with Mr Carter, two students got up and made statements about registration—one in favour and one against.

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Flashback: Students arrested by city police at San Francisco State College during an anti-draft protest.

According to Paul Kovelczyk, president of the student body at Kean College Polytechnic Institute, two thirds of the participants applauded the support of registration and one third applauded the opposition.

Opinion polls being taken by student newspapers and others at colleges and universities around the country are showing that student opinion as a whole is divided fairly evenly on the issue. At Stanford University a poll showed 47 per cent of students were opposed to President Carter's registration proposal and 47 per cent were in favour (with the remainder undecided). At Worcester Polytechnic Institute 59 per cent thought registration should be reintroduced and only 36 per cent thought it should not.

An interesting feature of the Stanford poll was that far more undergraduates (60 per cent) than graduates students (34 per cent) supported registration. Although 74 per cent of those polled said they would register if required, only 40 per cent would comply with the draft.

The students who believe in registration apparently believe President Carter when he says it is not a step towards the draft, but a signal to the Soviet Union not to go any further. But they would almost unanimously oppose any attempt to go further and actually bring back conscription.

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That is why we need registration, Or Brzezinski said. This trick seems to have infuriated the students, including supporters of registration such as Lee Snyder, president of the student government at De Paul University, an urban institution in Chicago. "That was insulting. It was too simplistic," he said.

But, on the whole, the participants, including those who hold opinions of Mr Carter, were impressed by their day at the White House. Although many of them felt vaguely disappointed afterwards—they had been too polite and had not asked penetrating questions—there was general praise for the "professionalism" with which they were treated.

"I think the students came away feeling more sympathetic to the president," said Lee Snyder. "Most of them are bound to be interviewed by their student newspapers and radio stations, and they will say favourable things."

At the end of Mr Carter's question-and-answer session, he asked the 300 students to come up to meet in spirit and shake hands. As the president said, addressing each student by name (they were all wearing label labels), "White House photographer caught with scene. Went west to the student. He asked the man, a picture of himself chatting with the president. Everyone appreciated the gesture."

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Canadian scientists fear research setback after Trudeau victory

For Canada's academic and scientific associations the overwhelming general election victory of Pierre Trudeau's Liberal Party represented something of a setback. They had expected a defeat, and a total one at that, in the 1980-81 election, and that the two smaller granting councils, the Medical Research Council and the Social Sciences and Humanities Research Council, would receive increases of 17 per cent and 16 per cent respectively. The council's total expenditure in 1980-81 would be \$287m, a 26 per cent increase. Meanwhile Mr Trudeau and his Liberal colleagues got through the campaign without mentioning university research. They would not even reaffirm a commitment the party had made in 1978 to boost R and D expenditure to 1.5 per cent of GNP.

Therefore, the Canadian Association of University Teachers, the Canadian Association of Physicists and the Canadian Federation of Biological Societies, among others, first bid post-election lobbying tasks will be to persuade the new government to honour the research budget increases promised by the Conservatives—and to make an announcement on the subject as soon as possible for the 1980-81 financial year begins in April and all the budgetary uncertainties have left the councils in a planning process. In the 1980-81 budget, the Natural Sciences and Engineering Research Council (NSERC) in November. Then in December before Parliament approved the extra funds, the Con-

servatives lost a crucial vote in the House of Commons, precipitating last month's election.

Overseas News

Dublin tries to sell courses for industry

from John Walsh

The education ministry is mounting a promotion campaign to encourage more young people to enrol in higher education courses which are directly related to industry's requirements.

Full-page advertisements have been booked in the national newspapers to acquaint would-be students with the range of courses on offer.

A large number of new courses were introduced last autumn in response to a plea from industrialists who said that skill shortages were affecting development.

The industrial base in the Republic has undergone rapid transformation over the past decade with the introduction of 750 new industries from abroad.

The change has been so swift that the educational system has not responded in time. A number of remedial measures were taken last year to cope with skill shortages—the expansion of existing courses and the introduction of new ones, encouragement of skilled personnel working in Britain to come to the Republic, and expanded apprenticeship intake.

The package of courses included certificate, diploma and degree studies in engineering, electronics and computer science. But the new courses have not always attracted enough applicants and some places have gone unfilled in the current academic year. This is particularly ironic in view of the fact that the Republic has a lower participation rate in higher education than most other EEC countries.

It is suspected that the reluctance to enrol in the courses was, in part, due to negative attitudes towards industry. The opinions of young people are often shaped by parents and teachers who may not be familiar with the new industrial revolution in the Republic.

'Wits' head will not outlaw state spying

from Martin Feinstein

JOHANNESBURG The principal of the University of the Witwatersrand, Professor D. J. Du Plessis, has declined to make any statement on the security agencies' campaign against the university.

But the university's students' representative council has demanded that members swear an oath that they will not do so. On Wednesday last week 21 students' representatives before the university's academic registrar, Mr. Geoff Muldon, that they had not and would never work for the apartheid police, the Department of Information, the Police, the Intelligence, the Railways Police, while holding office on the council.

Fred Cleary in Salisbury talks to the caretaker head of Rhodesia's university

A principal with 30 years of practice behind him

Professor Jack Lewis does not take over as principal of the University of Rhodesia until March 1. But since his arrival he has been bustling around unofficially in a manner which belies his 70 years, familiarising himself with the new responsibilities.

He was in a euphoric mood when he took time off from an important committee meeting for an interview. It was his first conference with his senior staff and he was greatly impressed with what he called "their tremendous competence and commitment" to the university and the country. "I can say now that they are the finest bunch I ever worked with," he said. Nor did Professor Lewis is unfamiliar with the University of Rhodesia. He has been associated with it since its inception in 1957, was chairman of the Rhodesian Grants Review Committee in 1979, and has known the country since he first trekked here overland from the Gold Coast as it was known then in 1948. He was appointed to succeed Professor Robert Craig, who de-

Austria undertakes a national rethink on its teaching system

from Sue Masterman

VIENNA

Austria is taking a critical look at its whole school and university system. The numbers qualifying for university are rising fast but their quality, according to the universities, has diminished. The state at which students drop out has increased. The Institute of Minorities for instance, reports that 70 per cent of its students fail to graduate. The Austrians are considering various possible solutions. There is a wide difference of opinion between the two major political parties—the ruling "Socialist" SPÖ and the opposition Christian Democratic ÖVP—about what should be done and when. The same applies to the projected school system reform.

The Socialists reject the idea of a college-type phase between secondary school and university, during which the students would have a chance to chop and change as

they obtained more insight. The argument is that students can be given more choice. The Socialists are also against the proposal to separate research done at the universities from industrial influence. The fact that out-of-pocket industry plays a major part in the financing of scientific research at the Austrian universities cannot be avoided.

Another system being considered has much in common with the British universities. Instead of the present often seven years study it is proposed to split the students into two groups. The bulk would obtain the equivalent of a bachelor's degree with the title "Magister". The elite few would study on to obtain the postgraduate title of "Doktor" after presenting a thesis.

The universities themselves demand the right to employ more teaching staff, in order not to use the personal contact with the students, in a country which has a high percentage of foreign students from

switch courses just as easily under the developing countries, a high degree of tutor activity is necessary. Austrian training teachers at present have no idea what system they will eventually be asked to teach in. By mutual consent the two major political parties have shelved the school reform debate for two years. At present the majority of Austrian schools operate a six-day week with school from seven-fifty five a.m. to twelve-thirty p.m. On some days the children finish earlier. Some regions operate either experimentally or permanently, a five-day school week.

Since children are given a considerable amount of homework and parents are expected to help and supervise, the children of working parents are often at a considerable disadvantage. The main aim of the proposed school reform is to reduce the size of classes. The second aim is to make sure that home-education is done under proper supervision.

Students leak evidence on colleges' falling revenues

from Lindsay Wright

WELLINGTON

Stealing a march from Minister of Education, Mr. Merv Wellington, and incurring the minister's immediate wrath, the New Zealand University Students' Association has leaked confidential Cabinet papers to a confidentialist.

The UGC had stated its intention of negotiating a quinquennial settlement which would tackle the academic staff shortage, but now, it just under 5 per cent over the quinquennium, from \$0,700 to \$3,100, the total income for the seven universities is expected to rise to \$12.2 million this year, then be reduced to \$12.5 million in 1984/85.

Professors' government expects student numbers to rise slowly by just under 5 per cent over the quinquennium, from 50,700 to 53,100, the total income for the seven universities is expected to rise to \$12.2 million this year, then be reduced to \$12.5 million in 1984/85.

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Federal elections may hit German updating plan

from Gunter Kloss

by Gunter Kloss

The updating of West Germany's comprehensive education development plan, which should have been completed last year, is now likely to be delayed until after the federal elections in the autumn.

The first development plan was produced in 1973 by the newly established Federal States Commission for Educational Planning. Here educational planners, civil servants and politicians from both the regions and the Federation worked, for the first time in the post-war history of the Federal Republic, closely together to review the state of all sectors of education throughout the country and to establish agreed medium and long-term goals and priorities for the development of the education system up to 1986.

They also produced a comprehensive education budget which translated the target of the plan into the expenditure which its implementation would require. The commission has the permanent task to review and update the plan. Many of the 1970s figures underlying its predictions and targets quickly became out of date, some goals were realized earlier than expected and important education policy decisions were taken which affected the goals as originally stated.

The formulation of the revised plan, extended to 1990, has proved a protracted and difficult task. The economic outlook is less favourable and therefore the available resources are more limited.

Quaid-E-Azam grinds to a standstill

from Hasan Akhtar

ISLAMABAD

A state of uncertainty has prevailed over the affairs of Quaid-E-Azam University in Islamabad for over a month, bringing its academic life to a standstill. The only research-oriented institution in nearly a dozen departments has remained suspended for about 1,200 post-graduate students and there is no indication available on how much longer it may take for the university to resume its normal academic life.

Named after the creator of Pakistan, the late Muhammad Ali Jinnah, popularly called Quaid-E-Azam (the Great Leader), the Islamabad University was founded in 1963 to carry out teaching in MPhil and PhD courses in four subjects in natural sciences and two subjects in social sciences.

However, it took nearly three years for the university, which was expected to be the unique federal institution serving the purpose of conducting research-oriented courses and enabling students from all parts of the country to come closer to each other in the interest of national integration, to get off the ground. It is located on the fringe of the capital in a beautiful setting of green valley overlooking a vast lake. There are 12 departments and in addition to MPhil and PhD the university has been conducting MSc classes in order to attract more higher education students. Nearly half of the students in MSc courses receive substantial bursaries while the university bears the entire educational cost of the MPhil and PhD students.

The latest cause for the closure of the Quaid-E-Azam University is the middle of December was a violent clash between two groups of students, one of which had expressed itself strongly against the establishment of a new department of physics which shared the Nobel Prize for physics this time. The extreme right-wing students who are known to be under the influence of Jamaat-e-Islami (at present working in the country) opposed the awarding of the honour to Dr. Salam, because he is said to belong to a sect which he declared non-Muslim about seven years ago as a consequence of a stormy religious movement against it. But to make things worse, just about a month earlier the university students, both right and left wingers, had taken a leading part in burning the American Embassy in Islamabad.

The two incidents led General Zia-ul-Haq, president and chief martial law administrator, as well as at Chaudhry of the University, to take drastic steps to order the closure of the university, arrest of student leaders and seizure of arms and weapons from the students' hostel.

Italy prepares Bill for campus order

from Dalbert Hallenstedt

ROME The Italian government is preparing a Bill aimed at maintaining order on Italian university campuses.

The minister intends to police the universities by using the Italian carabinieri who will be given the power to arrest and detain students who are suspected of being involved in violent acts.

The Bill has been vigorously rejected by the main student and teacher organisations. Silvio Berlusconi, the Italian prime minister, has said that he is also planning new disciplinary measures in the universities. In Italian universities has been in the hands of the opposition since 1973. Police are only permitted on the campus in exceptional circumstances, such as the order of the university when the police have been called in, the director's right has been severely criticised. The whole question of police entry is still vague and undefined.

Paul Flather on Prague's underground university and the struggles of the man behind it

Philosopher's open warfare for freedom of thought

Dr Julius Tomlin's lost full-time job was as a night-warehouseman in Prague Zoo. He had also worked for five years as a turbine-operator, and as a jobbing-gardener. But for much of the last 10 years Tomlin has been unemployed.

Tomlin is also a philosopher. He runs two courses of unofficial seminars, usually held twice a week in his small flat in the Czechoslovak capital. In May 1978 Tomlin, already facing constant police harassment because of his activities, sent an open letter to four leading universities in the West inviting academics to come and talk at his seminars.

He wrote: "I, my friends, and my students, all live in Czechoslovakia. It is now a year since we decided no longer to accede to the illegal way in which the repressive State power in this country attempts to deprive us of the right to decide who may be allowed to study and what they should be studying, who may give lectures and what subjects they should lecture on. We therefore resolved to get together for the purpose of setting up seminars."

As was to be expected, it was not long before Officials of the Ministry of Interior began to take an interest in our work. We cannot accept a state of affairs where the authorities decide to whom we may write and from whom we may receive letters, who may visit us, who may talk to us and who may share his knowledge and his experience with us.

The latest, sent to Oxford, Harvard, Heidelberg and the Free University in West Berlin, described the obstacles faced by Tomlin and his students, most of whom had been sacked from their jobs and excluded from studying after the age of 14. But Tomlin was not complaining. He was claiming a right, the right to know what philosophers in the West were thinking and to invite them to Prague to share their ideas.

The letter was a year before it surfaced at a sub-faculty meeting of the philosophy department in early 1979. Almost without any discussion the sub-faculty voted to accept the invitation and received \$500 to finance the visits of three lecturers to Prague.

Tomlin expressed great surprise when the first Western academic arrived at his flat—he had almost given up hope of any contact with the world outside his country. But to make things worse, just about a month earlier the university students, both right and left wingers, had taken a leading part in burning the American Embassy in Islamabad.

In the last nine months a stream of distinguished philosophers have visited Prague. The list includes Professor Charles Taylor, Chalmers Johnson, and others. The Plastic People of the Universe who now enjoy cult status, emerged, and the Living Room Theatre was born.

The Patachka University began with intellectuals merely trying to keep in touch with each other; gradually unofficial seminars and congresses developed. But they were

astonished at the intensity of commitment of Tomlin and his students, and disgusted at the harassment by the Czech authorities on academics "whose only aim is to live normally, studying philosophy." As one of these visitors put it: "To study Berkeley's Principles of Human Knowledge or even Plato, or Aristotle, can hardly be described as subversive."

Tomlin is a professional philosopher. He studied at Charles University in Prague, where he also attained his doctorate. This was despite being imprisoned in the late 1950s for refusing military service, an act that was almost unprecedented among Young Communists at the time.

One of his supervisors was Professor Jan Patachka, a distinguished philosopher who became the leading spokesman for Charter 77 when it was signed in January that year. (He died just two months later, but the unofficial seminars now given by Tomlin and others in Prague, Brno and Bratislava, are known collectively as the Patachka University, the equivalent though on a much smaller scale of Poland's now famous Flying University.

Throughout the 1960s Tomlin continued to defend the individual's rights against the Czech regime through open letters and hunger strikes. In the Prague Spring of 1968 Tomlin restricted his activities to the pursuit of philosophy, meeting regularly with other leading academics in the city, just after the Soviet invasion in August which led to the removal of Dubcek and the great purges of the party and the university. Tomlin left with his family to take up a one-year fellowship at the University of Manoa in Hawaii.

One lecturer at Manoa remembers it was quite impossible to persuade Tomlin to stay in the West. He felt unable to "exercise his freedom" while his colleagues lacked theirs. "You can buy my time, but you cannot buy my mind," Tomlin had said. He returned to Prague with his wife, Zdena Tomlinova, now a leading Charter 77 spokeswoman, and his two sons, to find himself stripped of all his ties with the university.

Tomlin was forced to take on any job he could find, using his spare time as a turbine-operator or night-warehouseman to read the Greek classics. In 1977 Tomlin and Zdena both signed the Charter, which is colloquially known as the Declaration.

The Charter breathed new life into unofficial Czech culture—literary works were published by the aptly named Padlock Publications, art exhibitions were held in private homes, pop groups including the Plastic People of the Universe who now enjoy cult status, emerged, and the Living Room Theatre was born.

The Patachka University began with intellectuals merely trying to keep in touch with each other; gradually unofficial seminars and congresses developed. But they were



Dr Tomlin: "You can buy my time but not my mind."

In no way illegal under the Czech Constitution and the 1975 Helsinki Agreement on Human Rights.

Professor Milan Machovec, who gave the first series of such seminars in 1977, was regularly interrogated by the Secret Police (the *bezpečnost*) and twice his seminars were brutally disrupted. Constant harassment forced him to abandon the meetings even though the subjects discussed were merely Virgil and Ancient Philosophy and Scholasticism.

Tomlin has lived similar harassment. He has been arrested, and has been offered bribes and threats to stop his seminars, the police have tried to break his thumb and have him certified in a psychiatric unit. Three of his students—Vladimír Prajzler, Lukáš Dvorský and Ludvík Bedner—have recently been expelled from their colleges for attending "anti-social" lectures given by Tomlin and two Western academics. The topics covered were Plato and the philosophy of W. V. O. Quine.

In June last year Zdena Tomlinova was attacked by a masked man so she was wearing her flat in the Letná district of Prague. She was knocked down and struck repeatedly, but the attacker fled when he saw people returning from a nearby cinema.

She was taken to hospital with concussion and Tomlin, then working at the zoo, rushed to her bedside when he heard the news. The next day his colleagues showed surprise when he arrived for work. Apparently Tomlin was also expected to have been beaten up and to hospital.

For five months after that incident two policemen were stationed outside the Tomlin's flat. They

the discussion, again translating back into English for the benefit of the Western academic. Dr Wilkes points out that EEC translators are changed every 20 minutes—Tomlin works sometimes for 10 hours or a stretch.

One irony of the repressive conditions under which the Patachka University is forced to work, is that it produces very high levels of understanding and discussion. "They cannot give you second-hand opinions, because they have no access to secondary sources. Whatever they have read, they bring into the discussions," says Dr Wilkes.

In other words all the books in the Brdlen Library will not produce a genius on their own. But the students devour new material: one technical article taken to Prague was borrowed for a week and returned after passing through 40 pairs of hands.

Nor are the students confined to following syllabuses or time-tables or conventional dogma. Indeed it is the very unexpectedness of their arguments which is so stimulating, according to one visitor to Prague.

Tomlin's seminars have now been running for almost two years, longer than any other series in the Patachka University and they have certainly gained from the visits of Western academics. But one Tomlin has become better known in the West attention has focused on his students, some of whom are being harassed continually. One student, Tomas Lichko was given treatment in a psychiatric unit. Tomlin's blunt confrontation of the State contrasts sharply with a longer term perspective favoured by other dissidents.

This difference in tactics was dramatically illustrated at one seminar when a Swedish journalist asked Tomlin if he could take a photograph of the people attending the meeting. Many people argued it would be better if there was no photographic record.

Tomlin demanded the picture should be taken. He believes that if anything is so secret the police will make it their business to find out. His is a position of principle, there is nothing to hide where nothing is being done.

One Western academic, Professor Thérèse Ruffo, from Sweden, who met Tomlin, was equally arrested and thrown out of the country, although he had long been a frequent visitor to the Patachka University. But he is a complementarity—and in any case character will probably predetermine an individual's approach. There is no doubting Tomlin's strength of character, nor even his ability as an important philosopher.

The visits of Western academics to Prague raises a number of important issues, though some might like to argue otherwise. For can pretexts be used to justify the exchange of intellectual ideas?

"I went out of fascination. But I turned into involvement and commitment," said one Oxford fellow.

But why is the study of philosophy so dangerous? Just the authorities? Because it is not just thinking about thinking: it presupposes freedom to inquire, it fuels freedom to think what you like where you like with whom you like. It is an activity itself.

Tomlin has written several somewhat underground articles on Plato and is preparing a book on Aristotle. In the past few months he has been awarded a visiting fellowship to Cambridge, he has been asked to give the Vaughan Memorial lectures at Bedford College, London, and at University College, London.

Tomlin has refused all the invitations for fear of losing his right to return to Prague. But one thing he has always stressed to all his Western visitors: "Don't forget the Patachka University. It is still there."

The Patachka University is still a long way off from the fairly institutionalised framework of its famous counterpart in Poland, the Flying University. Recently that too has been under serious attack but the relative freedom enjoyed by the Patachka University is a stark contrast to the Polish regime in Poland. It is illustrated in the story of the two dogs crossing the Polish/Czech border: the Polish dog with all its ribs showing, says it is entering Canada; the Czech dog, which is well fed, says it is entering Poland because, although quite well fed, it likes to bark now and then.



A view of Soviet strength in the streets of Prague.

Advantages in being tempted out to grass

Pressure on staff salary budgets is bound to grow both in the universities and the maintained sector as the new financial climate becomes increasingly chilly.

With salaries accounting for as much as 70 per cent of current expenditure in the polytechnics and colleges—and even more in the universities—ways of making quick savings are urgently being explored.

Compulsory redundancy—which is being openly canvassed for the first time in many years—has obvious limitations for quick savings. There is no national agreement in the universities; the agreement between the Council for Local Education Authorities and the public sector lecturers unions requires employers to give at least one

year's notice and was in any case designed to deal with isolated instances arising from structural changes, explicitly not a major reorganization of the entire sector.

Natural wastage, augmented by freezing of posts, is less traumatic, but is generally regarded as a short term expedient.

So the idea of attracting older staff to leave before their normal retirement age, with a healthy pension, index-linked to protect erosion through inflation or those over 55, and a large tax-free lump sum has obvious advantages.

The universities have now followed the example of the public sector in laying down national guidelines to provide a framework for locally-negotiated premature retirement schemes. The two are broadly similar—although there are some material distinctions which are outlined below.

BRIEFING

The schemes are new—and it is too early to say if they have succeeded in attracting their targets. To employers the major advantage of premature retirement is that it offers the opportunity to slim down staff fairly quickly and painlessly. To the unions, it ensures that members who may have been

teaching for many years are financially safeguarded but their posts, although they may be frozen while the squeeze persists, are not deleted.

The drawback for premature retirement is that people cannot be forced to retire if they do not want to. The wrong people in this wrong subject areas may apply, contrary to the best interests of long term planning.

With the greater severity of restraint there is bound to be pressure for the premature retirement schemes to go hand in hand with disestablishment of posts—effectively a redundancy situation in disguise.

Individual members of staff are likely to be drawn towards the

schemes—particularly when there may be on the decline as academic activities are restricted by financial restraints.

But life unless strident is likely to be more ambivalent. They may not see the full advantage of a well-aided and locally negotiated scheme.

In the universities the Association of University Teachers insists that PRC should not be a means to bring about wholesale reductions of posts. And in the public sector, union leaders are increasingly anxious to ensure that PRC should not be used to disguise redundancies, and insist that posts left vacant should not be regarded as disestablished.

The rise of the teaching company

Even by simple arithmetic the teaching company scheme, which links manufacturing industry with higher education, has proved a remarkable success.

When set up in 1977 as direct equivalents of teaching hospitals where young doctors train in real life situations and not on models it was envisaged that 20 programmes would be established by 1981—yet there are already 26 in existence with a pile of further proposals in the pipeline likely to swell the total by next year.

Of course, more numbers can be misleading. A mere important feature is the general enthusiasm revealed by those university and polytechnic staff involved in the scheme.

For them, the teaching companies provide a precious income for their research and postgraduate teaching to be extended beyond the classroom and laboratory into operating companies with manufacturing capabilities.

It takes a strong naive and commitment on the parts of both companies and associates to see this approach implemented. However, no major disasters have yet been reported and some investments have produced remarkable savings for companies.

And much of the credit must be given to the associates for the way they have worked. After the first year of operation, the majority of programmes have shown significant changes in company and academic attitudes and activities.

The impact of the associates is a direct result of picking "high-flying" graduates with ambition and drive. If nothing else, they have to overcome inevitable prejudice and resentment over their "privity" into established company procedures.

But there are major headaches. For one thing, the very nature and qualities required of associates makes them hard to find and recruit. The problem is not helped by the peer salaries offered—about £5,000, although some companies top up the SRC's cash allocation—which is not the best way to entice ambitious graduates with a mind to an industrial career.

Under this scheme, manufacturing companies of about 500 to 2,000 employees and which can benefit academically, contributions for academics are guaranteed as prime candidates for programmes.

Universities and polytechnics usually make the first approaches and are responsible for formal tuition to prepare associates. A crucial decision in this area was to provide cash for temporary academic staff which frees lecturers who can take close and detailed interest in programmes. They provide strict guidance and control while teaching companies could quickly lose direction.

The associates themselves are given two year periods and between two and five appointments are made each year. Usually young graduates are selected and are academically expected to take up a programme in participation with the company. Indeed, associates are often poached even before they have been selected.

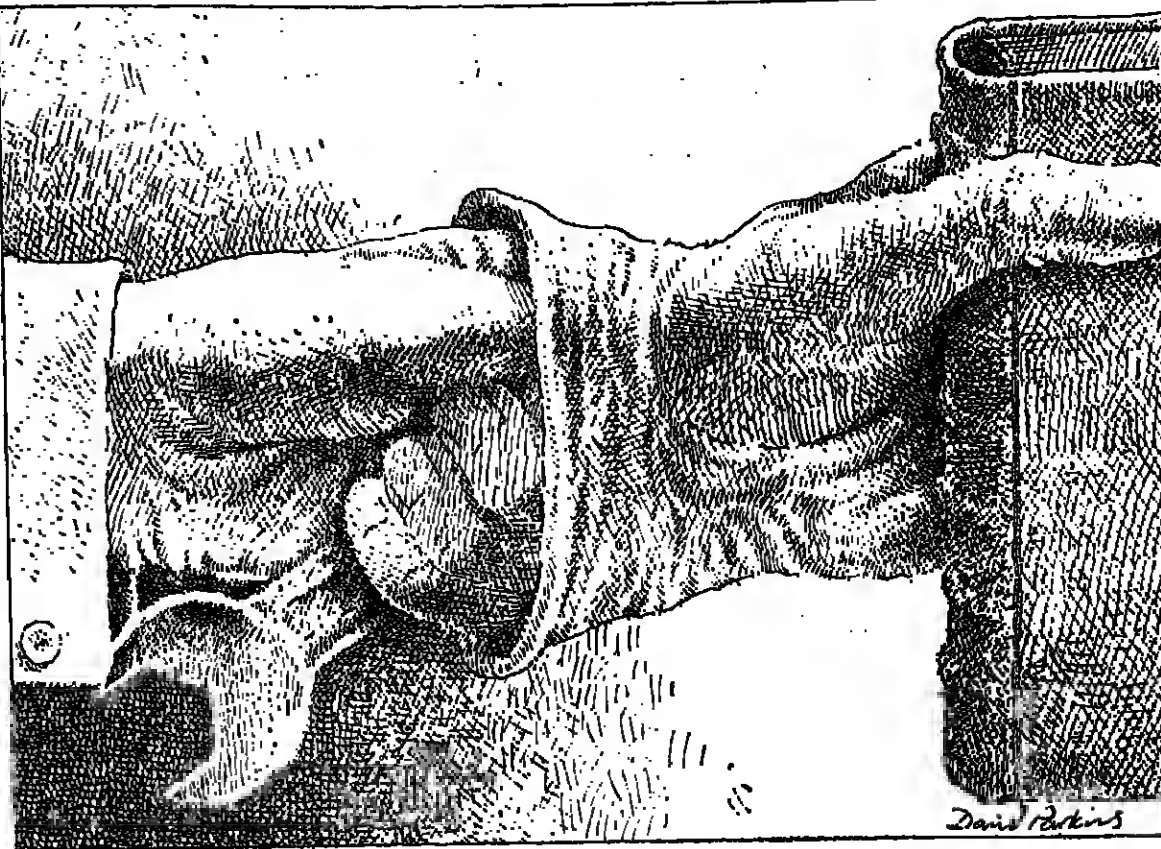
The last two years have seen considerable improvement in recruitment and some programmes have received an overwhelming response to advertisements.

In all, it is a devil of a job trying to get good associates, admitted Professor M. Dryden, of Glasgow University's business studies department.

However, there are now grounds for optimism in this area, the interviewers believe. The last year has seen considerable improvement in recruitment and some programmes have received an overwhelming response to advertisements.

Typically, associates work on projects for planning and implementing manufacturing processes, improving plant performance, developing new management systems and introducing new products.

In principle, the scheme envisages academic participation in all stages of a programme from analysis and planning to implementation and operational audit. The teaching company review states: "But the academic's role is entirely complementary."



Robin McKie chronicles the growth of an ambitious scheme enabling industry to learn from the academics

It is at this level that some problems can arise. Students who have formally worked on only theoretical exercises, which cost nothing if failures, are suddenly asked to make decisions which can cost companies several hundred thousand pounds of expenditure on hardware investment.

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At universities and polytechnics, the numbers of staff involved in teaching companies have grown not just because of the spread of the scheme but because of the internal excitement generated by the opportunities of a "real life laboratory".

But many academics still value traditional analytical research, rather than application studies, and there is evidence that time and practice will be needed before the necessary institutional and personnel adaptation is achieved.

Staff benefit from real life industrial experience

The teaching company scheme has provided excitement and growth during a period of academic stagnation, believes Professor Myles Dryden, of Glasgow University's department of management studies.

"It has given our staff a real life laboratory in which they can consider their teaching in an industrial context," he added. And although Professor Dryden believes teaching companies are worthy of the general enthusiastic reaction, the real impact of the scheme will be medium to long term when the concept is properly established and recognized by industry, the public and academics.

The Glasgow University teaching company is run in conjunction with Howden, a local engineering firm, that manufactures large air moving fans and high technology circulators. Associates, all of whom have been engineering graduates and for, although a new appointment is made of a biology graduate, are working on shop floor reorganization, computer-aided design and other work.

Mr John Lawrie, of the department, and who is in charge of the teaching company, believes the firm has benefited in several ways. "For one thing, they have found they have put a barrel of dynamite under their own organization," he said.

"People are going round with the freedom to ask questions which their own employers do not do. These associates have no fear of rocking the boat and the company's own people learn there is no reason not to make changes."

Mr Lawrie added that Howden also benefited through appreciating the importance of improved training of technology graduates to turn them into good managers and of gaining an ability to apply higher levels of analytical techniques and more rigorous decision-making processes in the running of their plants.

As to the future, Professor Dryden admits there is a limit to the amount of detailed examination of a firm's procedures that can be carried out by an associate. "But a teaching company should become a permanent feature within a department and operate in conjunction with different industrial contexts."

Other areas of possible involvement include service industries, such as banking where microprocessor research could greatly boost the effectiveness and competitiveness of United Kingdom commerce. Indeed, the future for teaching companies looks good when viewed by those involved at Glasgow University.

And a third area of change could allow a more direct purchase of a setting up of teaching companies. At present, proposals have to be prepared and submitted to the Science Research Council for validation and finance.

If in future, the scheme proves such a popular success, commercial bodies may be prepared to pay for costs which vary at present between £100,000 and £150,000 a year—and remove the need for central funding and support.

Should that ever be achieved, then those now connected with the teaching company scheme will indeed be able to claim a substantial success in boosting the industrial relevance of academic research and innovative content of the commercial sector.

And another difficulty often arises when companies budget for change that is beyond their capacity for implementation. This is sometimes worsened by academics' over-enthusiasm for their projects, and disillusionment sets in, although future policies tend to be more realistic and less ambitious.

But in general, responses to the scheme have been favourable. Indeed, one aspect highlighted in the review should prove particularly interesting to the business community. It was the report called for "transformation" into engineers through tuition and courses.

"Although industry calls for trained 'production engineers', no correlation has been observed to date between such undergraduate training and success as associates in the review states. After two to three months, physicists, chemical engineers and others have absorbed the local company and other relevant technology and possibly have a wider base for innovation and critique."

But it would be foolish to be complacent about success. Quite clearly the teaching company scheme must adjust to changing circumstances in coming years. If nothing else, it would be unrealistic to expect no limit of interested firms and to the extent to which they will allow young graduates to carry over their established work and practices making criticisms and exposing radical overhauls.

If the original idea has proved a success for the manufacturing industry, the young technologists who are keen to rise into senior management, there is no reason to argue many of those connected with programmes why this cannot also work for those keen to bring expertise in economic studies, social sciences and other subjects.

Then there is the question of those companies which adopt programmes. At present, universities and polytechnics are anxious to avoid these firms which are merely attempting to bolster their fading productivity by picking the brains of local academics free of charge.

His company works with several industrial concerns under the umbrella of the Northern Ireland Development Agency, an important system of operating which may in future point out the way for future developments in the scheme which will bring in small firms at present excluded by the scheme's entrance requirements.

In one case, a firm had to carry out a complete process away from which took them almost nine days. It was such a complex, difficult procedure that it absolutely terrified them. But when our associates took a look at the matter, they were able to cut the time down to a few hours," Mr Houston added.

The other teaching company, which operates in conjunction with Davidsons, the engineering firm which manufactures bearings and fans, associates work to a more typical technological procedure under the scheme. Of course, they are working on giant fans and ventilators for mines and factories and not little household models," Professor McCloy pointed out.

He added that their associates, one of whom has a PhD in physics, the other a first class engineering degree, work on little element analysis for improving manufacturing design and on developing new facilities and manufacturing methods.

"We are looking for the best of academically qualified students. But we must have a will get a desire to solve practical problems. And they must be good communicators. There is no point in having someone with brilliant skills, but who cannot communicate," Professor McCloy said.

And Mr Houston pointed out, teaching companies require continuous stimulation from the academics involved. "It is extremely important to get into a managing director's mind and view things from his point of view."

That requires cooperation and enthusiastic support of staff. And that is just what Ulster Polytechnic believes it has.

Poly staff suspicious of redundancy

Premature retirement compensation schemes will move and move become the way education authorities try to cut back on polytechnic and college salary bills.

PRC can be closely matched to local needs and resources, it permits more reliable planning than the first expedient of freezing posts which will fall vacant; and while the costs can be heavy much of the burden is borne not by local ratepayers but by the superannuation fund.

But PRC for the public sector has many drawbacks, too. The age profiles of most polytechnics and colleges mean that many staff are in the early parts of their careers.

Many polytechnic staff who have come into teaching after substantial industrial experience will also find it difficult to meet the basic requirements of the scheme.

There is also deep suspicion that PRC may be used to disguise true redundancy.

For someone close to retirement age, the enhancing element will be smaller, but the lump sum payable under the Redundancy Payments Scheme will probably be larger, and is also not taxable.

Where premature retirement compensation schemes exist in the public sector they have been negotiated locally within the framework of national guidelines agreed between the Council of Local Education Authorities and the teaching unions.

Agreement on the nationally endorsed scheme was reached nearly three years ago, but because of delays in laying the necessary regulations before Parliament it did not come into force until April, 1978, although it was backdated to the beginning of 1977.

The driving force was a shared desire by the local authorities, associations and the teaching unions to deal effectively but humanely with the problems raised by falling rolls in the schools.

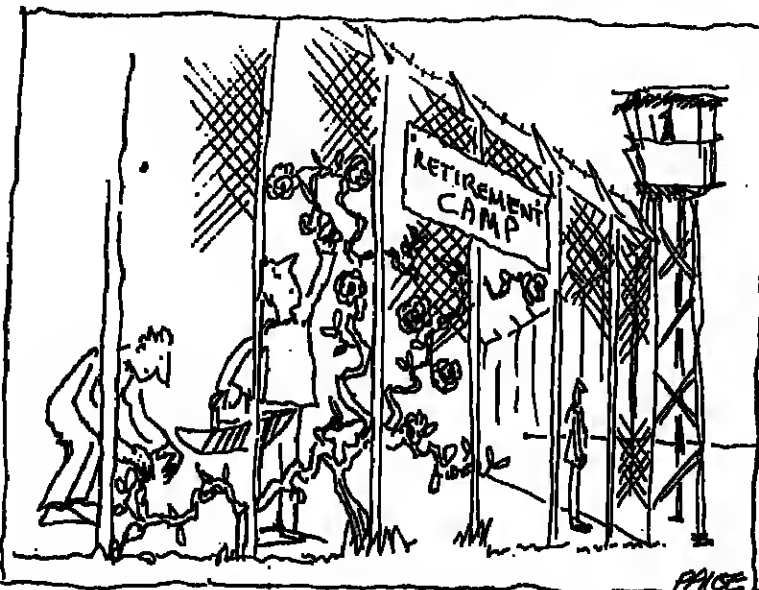
But the National Association of Teachers, the Association of Higher Education, the Association of Principals of Colleges, the National Society of Art Education, and the Association of Agricultural Education Staff, were all additional parties to it.

Unlike the agreement for the universities, the public sector plan provides for staff aged 50 or more and with at least five years' pensionable service to retire early without financial penalty in two distinct sets of circumstances.

The first, which is shared with the universities, is when early retirement of an individual is in the interests of the efficient operation of the (employer's) functions. This is often used in what employers say is the well-known problem of the "played-out" tired teacher who is better for all concerned out of the classroom.

The second is a clear understanding that there is no redundancy, and that the newly vacant post must not be disestablished. Union leaders and officials are becoming increasingly concerned to make sure the employers stick to the spirit of this part of the agreement.

Where the public sector PRC differs is that it explicitly allows for true redundancy, even through the national agreement was without prejudice to the unions' general policy of opposition to redundancy. So



far experience of this aspect of the scheme is sketchy.

Many existing PRC schemes specifically exclude redundancy although the national guidelines permit it. It can confidently be expected that as the financial straits become more acute, the full scheme will be sought by many employers.

As with the university scheme, PRC falls into two parts. The first is the normal pension entitlement multiplied by the number of years of service. The second is a lump sum based on the best year's salary out of the past three—which, in most cases will be the last before taking early retirement. This best annual salary is divided by 80 and then multiplied by the number of years' service. Although the Government is known to be considering making a change, this is at the moment index-linked to offset the effects of inflation, but is taxable. The lump sum payment, which is not taxable, is worked out using a factor of 3/80 rather than 1/80.

The enhancement is paid at the discretion of the individual authority, and is subject to a bewildering range of qualifications relating to length of service and the total that may be added to top up the pension. Calculation of this amount of enhancement is based on the number of years the employing authority is prepared to add to actual service. While the maximum under the national guidelines is 10 added years, the call for applied by individual authorities is almost always much less.

Unlike the normal pension it is not paid out of the superannuation fund but is borne by the local education authority itself.

While every case is decided on its merits, the seeking voluntary redundancy by way of premature retirement will offer attractive added years factors in an attempt to attract the maximum number of leavers.

The same calculation is made with enhancement as with the normal pension. Thus for a 60-year-old teacher with 30 years' service, a best year's salary of £5,000, and offered five added years by his authority, it will work out as follows: Pension = £5,000 (30 x 1/80) = £1,875; Lump sum = £5,000 (30 x 3/80) = £4,687.50.

It is important to bear in mind that the pension after age 55, while the minimum age for the scheme is only 50.

The Inner London Education Authority, which has a redundancy policy, has been operating a PRC pilot scheme since 1978, in the existing climate it is highly likely that this autumn, when it comes up for review, it will be

Two categories of teachers are eligible—those who are 63 or more automatically get enhancement up to the age of 60, or to the ceiling of 40 years' service.

Those aged between 55 and 63 are given individual consideration but those qualifying have received an average of about three years' enhancement.

LEA's scheme has only been operating for one year, during which 46 lecturers aged over 63 inquired about it, and 34 eventually took advantage of it.

In the SS-63 category, 50 inquired and 28 qualified for some degree of enhancement. Of these 28, two turned down the offer, and 26 eventually retired early.

Nationally there is little data on the take-up of lecturers who have taken advantage of PRC schemes, although the Department of Education has established that since the scheme first came into force 4,878 teachers of all kinds have taken PRC.

NATFHE officers estimate that while a large proportion of education authorities have extended the scheme to cover further and higher education, it is still probably not a majority. Many, such as Oxfordshire, have not extended a scheme to cover lecturers, and others—Hertfordshire among them—are unwilling to consider it because of the expense.

NATFHE officials are worried that education authorities are beginning to use PRC as though it was a redundancy scheme.

The PRC schemes do not preclude the use of this national agreement requiring one year's notice of redundancies, and in fact the two are complementary. It is possible that unions and management will adhere to the redundancy procedures, not require alternative such as natural wastage, redeployment and retraining, then when the procedure is exhausted and a true redundancy is acknowledged PRC can be used to enable compensation to be paid.

One other scheme that needs to be mentioned is only to avoid more confusion in a highly complex area is the Cramble scheme, designed to help with the surplus of staff brought about by the run-down of the colleges of education in the centrally administered by the DfES. The scheme offers compensation in the form of a resettlement payment equivalent to a maximum of two-thirds former salary in former colleges of education, or polytechnic education, and a lump sum of £10,000.

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Early retirement seen as the answer to academic bottlenecks

Early retirement has become a rallying point for many people in the universities who are being forced to come up with alternative options for saving money, other than redundancies and the closure of departments.

It is also seen as good by those seeking to ease the bottleneck in the academic profession. The heavy expenditure and recruitment of the 1960s has left the legacy of a top heavy age structure and there is no money for the universities to fight their way out of the situation.

Many universities face the problem of an ageing staff establishment which gets more expensive as time goes on because of incremental shift.

Not is the problem just a financial one. Lack of staff mobility hinders innovation, stifles inspiration, and the spread of new ideas, dulls challenge. About a year ago University Grants Committee was considering a means of creating movement of staff between universities without creating new jobs. It would have been a small scheme to encourage people to move sideways, and therefore to bring in new ideas, but without staff promotion, which would involve extra wage expense. The committee now has more pressing things on its mind.

In January of last year five years of negotiation in the Committee of Vice-Chancellors and Principals and the Association of University Teachers resulted in a premature retirement scheme for academic and academic related staff in the Universities Superannuation Scheme.

It is specifically not a redundancy scheme. The principles are clear: a member of staff may seek to retire early if he or she wishes, if the university agrees, and if it deems this to be in its managerial interest.

The normal retiring age is 65. The scheme applies to members aged 50 or more and who have at least five years' pensionable service. In fact it would be unwise for a member to seek retirement until the age of 55 because index-linked increases do not begin until then.

Although the scheme is a national one it must be agreed locally. The initiative may come from either the institution or the member. Clearly, if a university deemed somebody to be a problem, it would not be the university's business to get rid of him or her.

Under the scheme, a member receives his normal pension plus money for years he or she could not work to serve. A member can opt to receive the normal USS benefit of 1/80 of pensionable pay for each year of service, plus a lump sum of 3/80 of pensionable pay for each year of service. There is also provision for widows and dependants should the member die.

A scheme year is clearly defined. It would be a maximum of 10 years of added pensionable service until the member had fewer years left than the pensionable service. There is also provision for widows and dependants should the member die.

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creation credit to the employee's compensation for premature retirement, the number of years of pensionable service. This means that the university has the power to control the number of added years of pensionable service.

A university could say that an employee had anything from eight to ten years' reckonable service and the compensation would be adjusted accordingly. Of course, if an employee was told that he would get a few years' reckonable service, he could obviously change his mind about retiring.

Although the universities in the period of negotiation wanted to keep this form of discretion, the Ulster Ravens insisted it should be part of the scheme.

The intention is that the scheme will be self-financing. Although it is being operated through USS, in which all universities and employees contribute, the cost of added years will be met directly by the individual universities concerned.

It is difficult to calculate either the cost or the saving of the scheme because much will depend on inflation, salary increases and life expectancy. Much too will depend upon the extent to which staff will be replaced, and if so, at what level. Even if both the university and the AUT agreed locally to early retirement, the loss of a post, much will depend on where vacancies occur.

In what it admits is a crude exercise the AUT worked out that if a senior lecturer, with a salary of £2,253 a annum, retired with 20 years' service, he would have added years of pension payable immediately, at overall cost of £3,039 would be incurred over a 22-year period (on the assumption of death at the age of 85).

TP schemes are still in their infancy and it is too early to judge their effect or long-term significance. So far, about 40 academics have retired under the scheme.

Both the universities and the AUT availed the scheme with eager enthusiasm but there are local differences in application. According to the AUT, one university has said it will only give a maximum of five years' service and only to those aged 60 or more. On the other hand, Liverpool University and the local AUT have formed an agreement based on the scheme and managerial interest will be decided by a committee composed of the vice-chancellor, a lay member of council and the chairman of the university committee.

The university will normally agree to purchase maximum added years if it does not guarantee to do so. Then again, in rare cases, such as at Birkbeck, the university may agree to a reduced number of years for retirement.

Potentially, the scheme could prove costly. At the same time, it could be a boon for some members of staff. Many have been in the habit of leaving the institution at the age of 65, and the scheme offers them the opportunity to leave earlier, with a pension and a lump sum.

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The author is Dean of St George's Hospital Medical School

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to join a small team concerned with the direct acquisition and processing of satellite image data from meteorological and other satellites.

The project will involve development of routines for converting raw infra-red scanning radiometric data into absorbing raw infra-red surface temperatures and the successful applicant will need to have not only a background in an appropriate scientific field (physics, mathematics or electronics) but also good computer programming experience. The appointment will be made on the national salary structure for research staff, either within the range £4,402 to £6,399 (postgraduate) or within the range £6,352 to £8,769 (postdoctoral), with the point of entry dependent on the qualifications and experience of the successful candidate. The appointment will be available in the first instance for the period to 30 April 1982.

Applications, including full career details and the names of two referees not exceeding 1,500 characters should be lodged by 21/3/80 with The Secretary, The University, Dundee DD1 4HN.

THE PAPUA NEW GUINEA UNIVERSITY OF TECHNOLOGY

ANALYTICAL CHEMIST

Experienced Analytical Chemist required for the University of Technology Laboratory. Applicants should have had at least three years' experience in several of the following fields of analysis—mineral, geochemical, glass, oil, soil, water, food and the familiar with Atomic Absorption Spectroscopy, UV-VIS Spectroscopy and Gas-Liquid Chromatography.

SALARY: £11,930 per annum.

Further details may be obtained from the Chief Chemist. Initial contract period, three years, with benefits include a gratuity equal to 24% of appointment, repatriation and leave fees (staff member only); settlement in and out allowances; six weeks' paid leave per year; education fees and assistance towards school fees; free housing; salary continuation and medical benefit schemes available.

For information and conditions of service write to (quoting department) The Registrar, Papua New Guinea University of Technology, P.O. Box 793, Lec, Papua New Guinea by March 30, 1980.

BILFALST

THE QUEEN'S UNIVERSITY

TEMPORARY LECTURERSHIP

DEPARTMENT OF CHEMISTRY

APPLICANTS ARE INVITED FOR

A TEMPORARY LECTURERSHIP

IN ORGANIC CHEMISTRY

The University is seeking

a person to fill this position

for a period of one year

from September 1980 to

August 1981. The successful

candidate will be expected to

teach and supervise students

in the Department of Chemistry

and to carry out research in

the field of Organic Chemistry.

The successful candidate will

be expected to have a PhD in

Chemistry and to have

at least three years' experience

in teaching and research in

Organic Chemistry. The

successful candidate will be

expected to have a good

knowledge of the English

language and to be able to

communicate effectively with

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BIRMINGHAM

UNIVERSITY OF ASTON

DEPARTMENT OF SOCIAL

SCIENCE AND HUMANITIES

POLITICAL AND ECONOMIC

STUDIES DEPARTMENT

LECTURERSHIP

Applications are invited for

a Lectureship in the

Department of Social Science

and Humanities, Political and

Economic Studies Department.

The successful candidate will

be expected to have a PhD in

Social Science and to have

at least three years' experience

in teaching and research in

Social Science. The

successful candidate will be

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knowledge of the English

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LEEDS

THE UNIVERSITY

Department of Fine Art

PAINTING LECTURERSHIP

Applications are invited for

a Lectureship in the

Department of Fine Art

Painting. The successful

candidate will be expected to

have a PhD in Fine Art

and to have at least three

years' experience in

teaching and research in

Fine Art. The successful

candidate will be expected to

have a good knowledge of

the English language and to

be able to communicate

effectively with students and

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colleagues. The successful

column
editor of last week's Union
column was Dr. Jack Simmons
chairman of the Association
of Psychic Teachers.

Derek Winslow

